



CITY OF LODI

COUNCIL COMMUNICATION

AGENDA TITLE: Adopt resolution approving certain salary and benefits for Fire Mid-Management employees (unrepresented)

MEETING DATE: Wednesday, July 16, 2003


SUBMITTED BY: Human Resources Director

RECOMMENDED ACTION: That the City Council approve salary and benefit changes for Fire Mid-Management employees.

BACKGROUND INFORMATION: Recently the City Council approved the recommended salary and benefit changes for Fire Mid-Management employees. These changes include some increases to salary and benefits as well as a sharing of medical costs, similar to what was negotiated with various bargaining units. The specific changes are as follows:

1. Implementation of salary survey , 50% effective July 1, 2003; 50% effective pay period in which January 1, 2004 falls (see Attachment A)
2. Provide cost of living increase effective pay period in which July 1, 2003 and July 1, 2004 falls (as calculated on June 15, 2003 and 2004) based upon formula at no less than 2% and no greater than 4% using consumer price index (San Francisco-Oakland-San Jose CPI-W)
3. Increase Educational Incentive pay as follows: \$50.00 for Associate of Arts or \$100.00 Bachelor of Arts; \$100.00 for Fire Chief Officer.
4. Provide Martin Luther King Jr. Day as an additional fixed holiday effective January 20, 2004.
5. Increase deferred compensation match to 3% effective first pay period of 2004.
6. Implement sharing of cost of medical insurance as soon as administratively possible with employees contributing \$80.00 per month for one dependent and \$104.00 per month for employees covering more than one dependent.
7. Incorporate new language on discipline and grievance procedure.
8. Delete "me-too" language and include language that employees reserve the right to return and discuss with City issues pertaining to the terms and conditions established by this resolution.
9. Staff will incorporate these changes into updated statement of benefits to reflect all other current benefits

APPROVED: _____


H. Dixon Flynn -- City Manager



CITY OF LODI

COUNCIL COMMUNICATION

COST: \$61,000 (FY 2003-04)

FUNDING: Currently Funded

Vicky R. McAthie for
Vicky McAthie, Finance Director

Respectfully submitted,

Joanne M. Narloch, Human Resources Director

cc: City Attorney
Fire Chief
George Juelch, Fire Battalion Chief

Prepared By: Cristina Gonzales, Administrative Clerk

APPROVED: _____
H. Dixon Flynn -- City Manager

RESOLUTION NO. 2003-132

A RESOLUTION OF THE LODI CITY COUNCIL
APPROVING CERTAIN SALARY AND BENEFITS
FOR FIRE MID-MANAGEMENT EMPLOYEES
(UNREPRESENTED)

=====

WHEREAS, it is the policy of the City Council to provide fair and equitable compensation to employees for their services consistent with their qualifications, responsibilities, and performance; and

WHEREAS, recently the City Council approved the recommended salary and benefit changes for Fire Mid-Management employees. These changes include some increases to salary and benefits as well as a sharing of medical costs, similar to what was negotiated with various bargaining units. The specific changes are listed below.

NOW, THEREFORE, BE IT RESOLVED by the Lodi City Council that the following salary and benefit changes for Fire Mid-Management (unrepresented) are hereby approved:

- 1) Implementation of salary survey, 50% effective July 1, 2003; 50% effective pay period in which January 1, 2004 falls (see Attachment A).
- 2) Provide cost of living increase effective pay period in which July 1, 2003 and July 1, 2004 falls (as calculated on June 15, 2003 and 2004) based upon formula at no less than 2% and no greater than 4% using consumer price index (San Francisco-Oakland-San Jose CPI-W).
- 3) Increase Educational Incentive pay as follows: \$50.00 for Associate of Arts or \$100.00 for Bachelor of Arts; \$100.00 for Fire Chief Officer.
- 4) Provide Martin Luther King Jr. Day as an additional fixed holiday effective January 20, 2004.
- 5) Increase deferred compensation match to 3% effective first pay period of 2004.
- 6) Implement sharing of cost of medical insurance as soon as administratively possible with employees contributing \$80.00 per month for one dependent and \$104.00 per month for employees covering more than one dependent.
- 7) Incorporate new language on discipline and grievance procedure.
- 8) Delete "me-too" language and include language that employees reserve the right to return and discuss with City issues pertaining to the terms and conditions established by this resolution.
- 9) Staff will incorporate these changes into updated statement of benefits to reflect all other current benefits.

Dated: July 16, 2003

=====

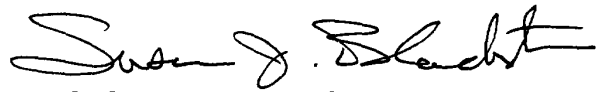
I hereby certify that Resolution No. 2003-132 was passed and adopted by the City Council of the City of Lodi in a regular meeting held July 16, 2003, by the following vote:

AYES: COUNCIL MEMBERS – Beckman, Hansen, Howard, and Land

NOES: COUNCIL MEMBERS – None

ABSENT: COUNCIL MEMBERS – Mayor Hitchcock

ABSTAIN: COUNCIL MEMBERS – None

A handwritten signature in black ink, appearing to read "Susan J. Blackston". The signature is fluid and cursive, with a long horizontal stroke at the end.

SUSAN J. BLACKSTON
City Clerk

Attachment A

Salary effective pay period in which July 1, 2003 falls

	Step A	Step B	Step C	Step D	Step E
Fire Battalion Chief	\$ 5,624.91	\$ 5,906.16	\$ 6,201.47	\$ 6,511.54	\$ 6,837.12
Fire Division Chief	\$ 6,749.90	\$ 7,087.39	\$ 7,441.76	\$ 7,813.85	\$ 8,204.54

Salary effective pay period in which January 1, 2004 falls

	Step A	Step B	Step C	Step D	Step E
Fire Battalion Chief	\$ 5,959.46	\$ 6,257.43	\$ 6,570.30	\$ 6,898.82	\$ 7,243.76
Fire Division Chief	\$ 7,151.35	\$ 7,508.92	\$ 7,884.36	\$ 8,278.58	\$ 8,692.51